

69-5158

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7 NOV 1968  
FILE Training 3-1

17 NOV 1969

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Career Training Program, Quarterly Report  
REFERENCE : Memo for Director of Personnel from Director,  
dated 22 Aug 68, Same Subject

1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 30 June 1969 there were   current and former Career Trainees on duty in the Agency. During the period July-September 1969 a total of 16 were added to the Program, and 22 separated from it. The 22 separations were by resignation.

3. Losses during the past quarter, compared with experience during the previous two years, were as follows:

Career Trainee Separations

	<u>July-Sept 1967</u>			<u>July-Sept 1968</u>			<u>July-Sept 1969</u>		
	Strength			Strength			Strength		
	<u>1 July</u>	<u>Seps.</u>	<u>%</u>	<u>1 July</u>	<u>Seps.</u>	<u>%</u>	<u>1 July</u>	<u>Seps.</u>	<u>%</u>
Clan. Serv.									
Intell.									
Support									
S&T									
O/DCI									
CTP									
TOTALS									

	<u>July-Sept 1967</u>	<u>July-Sept 1968</u>	<u>July-Sept 1969</u>
Average Age	31.7	30.6	30.2
Average Grade	12.8	10.3	10.6
Average Tenure	57 mos.	46 mos.	54 mos.

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GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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- 2 -

**SUBJECT: Career Training Program, Quarterly Report**

	<u>July-Sept 1967</u>	<u>July-Sept 1968</u>	<u>July-Sept 1969</u>
<b>Reasons Stated:</b>			
<b>External Factors</b>	5(28%)	8(26%)	6(27%)
<b>Job Related</b>	13(72%)	17(74%)	16(73%)

4. Exit interviews were conducted with the 22 who resigned. Results are reflected, by Directorate, in the attached summaries.

*Wesley Robert S. Wattles*

**Robert S. Wattles**  
**Director of Personnel**

**Atts**

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25X1 DD/Pers/R&P  (6 November 1969)

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DD/S 69-2266

15 MAY 1969

**MEMORANDUM FOR: Executive Director-Comptroller**

**SUBJECT : Career Training Program**

1. Attached is the quarterly report on the CT Program and highlights the problem of the number of resignations based upon job dissatisfaction.

2. Quite apart from this problem we are initiating a complete review of the Career Training Program with OTR as the focal point for conducting the review. On 9 May I had a briefing on the status of the CT Program and in the course of this briefing a number of issues, inconsistencies and problems were surfaced and discussed. Some were rather basic in nature. It was obvious that these problems could not be dealt with independently as they all interrelated in one form or another. Therefore, we decided to conduct this basic study which in light of the issues involved should eventually be the subject of discussion at one of your Deputies' Meetings. I do not have a timetable at this time but will advise of a prospective completion date as soon as we have sized the problem.

SIGNED R. L. Bannerman

**R. L. Bannerman**  
Deputy Director  
for Support

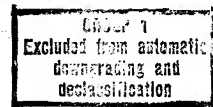
**Att: Memo dtd 8 May 69 for DCI**  
**fr D/Pers, subj: Career Training**  
**Program, Quarterly Report w/att**

DD/S:RLB:ksd (14 May 69)

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6 MAY 1969

**MEMORANDUM FOR:** Director of Central Intelligence

**SUBJECT :** Career Training Program, Quarterly Report

**REFERENCE :** Memo for Director of Personnel from Director, dated 22 Aug 68, Same Subject

1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 31 December 1968 there were  current and former Career Trainees on duty in the Agency. During the period January - March 1969 a total of 20 were added to the Program, and 28 separated from it. The 28 separations were by resignation.

3. Losses during the past quarter, compared with experience during the previous two years, were as follows:

Career Trainee Separations

	<u>Jan-March 1967</u>			<u>Jan-March 1968</u>			<u>Jan-March 1969</u>		
	Strength			Strength			Strength		
	1 Jan	Seps.	%	1 Jan	Seps.	%	1 Jan	Seps.	%
Clan. Serv.									
Intell.									
Support									
S&T									
O/DCI									
CTP									
<u>TOTALS</u>									

	<u>Jan-Mar 1967</u>	<u>Jan-Mar 1968</u>	<u>Jan-Mar 1969</u>
Average Age	31	29	30
Average Grade	GS-10.5	GS-10.0	GS-10-8
Average Tenure	55 mos.	39 mos.	57 mos.

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**SUBJECT: Career Training Program, Quarterly Report**

	<u>Jan-Mar</u> <u>1967</u>	<u>Jan-Mar</u> <u>1968</u>	<u>Jan-Mar</u> <u>1969</u>
Reasons Stated:			
External Factors	5(42%)	4(24%)	11(40%)
Job-related	7(58%)	13(76%)	17(60%)

4. Exit interviews were conducted with 24 who resigned. Two who resigned in the field, and two who resigned from LWOP status, explained their reasons in correspondence. Results are reflected with other pertinent data, by Directorate, in the attached summaries.

/s/ Robert S. Wattles

**Robert S. Wattles**  
**Director of Personnel**

**Atts****Distribution:**

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E T H R

Training 3-1

9 MAR 1969

69-0971

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Career Training Program, Quarterly Report

REFERENCE : Memo for Director of Personnel from Director,  
dated 22 Aug 68, same subject

1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 30 September 1968 there were  current and former Career Trainees on duty in the Agency. During the period October - December 1968 a total of 16 were added to the Program, and 20 separated from it. Of the 20 separations, one was caused by death, one by retirement for disability, and 18 were resignations.

3. Losses during the past quarter, compared with experience during the previous two years, were as follows:

Career Trainee Separations

	<u>Oct-Dec 1966</u>	<u>Oct-Dec 1967</u>	<u>Oct-Dec 1968</u>
Number			
From:			
Clandestine Services			
Intelligence			
Support Services			
Science & Technology			
Office of Director			
Career Training Program			
Average Age			
Average Grade	GS-10	GS-10.5	GS-10.3
Average Tenure	45 mos.	52 mos.	57 mos.
Reasons Stated:			
External Factors	4(33 1/3%)	7(50%)	10(50%)
Job-related	3(66 2/3%)	7(50%)	10(50%)

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4. Exit interviews were conducted with the 18 who resigned. Results are reflected with other pertinent data, by Directorate, in the attached summaries. No significant trends are apparent.

/s/

**Robert S. Wattles**  
**Director of Personnel**

**Atts**

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DD/Pers/R&P/  (28 February 1969)

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